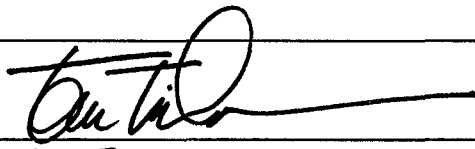


**DISCLOSURE OF FINANCIAL INTEREST BY MUNICIPAL EMPLOYEE AND  
DETERMINATION BY APPOINTING AUTHORITY  
AS REQUIRED BY G. L.c. .268A, §19**

6/9/08  
19

**DISCLOSURE**

To obtain an exemption pursuant to G.L. c. 268A, §19, municipal employees must submit a disclosure to their appointing official of the nature and circumstances of the particular matter and the financial interest.

<b>Name:</b>	Thomas Tidman
<b>Title or Position:</b>	Director of Natural Resources
<b>Agency/Department:</b>	Natural Resources
<b>Municipality:</b>	Town of Acton
<b>Office Phone:</b>	978 264 9631
<b>Particular Matter Involved</b> (Attach additional pages if necessary):	As Director of Natural Resources I oversee the Recreation, Conservation and Cemetery Departments. The Recreation Department has a Director and an Assistant. One program managed by the Recreation Department is a summer day-camp at the North Acton Recreation Area which has a Camp Director and Assistant. My daughter, Kylee, has been hired as a Camp Counselor for the summer day-camp program.  I was not involved in the interviewing or hiring process and will not be overseeing counselor positions.
<b>Financial Interest Involved</b> (Attach additional pages if necessary):	I have no financial interest in this situation.
<b>Employee Signature:</b>	
<b>Date:</b>	JUNE 5, 2008.

**DETERMINATION**

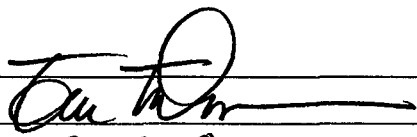
As appointing official, as required by G.L. c. 268A, §19(b)(1), I have reviewed the matter and the financial interest described above and have determined that the interest is not so substantial as to be deemed likely to affect the integrity of the services which the municipality may expect from the employee.

<b>Name and Title of Appointing Authority:</b>	
<b>Signature of Appointing Authority:</b>	
<b>Date:</b>	
<b>Comments</b> (Attach additional pages if necessary):	

Attach additional pages if necessary.

**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST  
AS REQUIRED BY G. L.C.268A §23(b)(3)**

I make this disclosure pursuant to G.L.c.268 A, §23 (b)(3) in order to dispel any appearance of potential conflict of interest occasioned by the facts set out below, that I may be improperly or unduly influenced in the performance of my official duties, or that I would be likely to act or fail to act as a result of kinship, rank, position or the undue influence of any part or person.

Name:	Thomas Tidman
Title or Position:	Director of Natural Resources
Agency/Department:	Natural Resources
Agency address:	Town of Acton
Office Phone:	978 264 9631
I publicly disclose the following facts (Attach additional pages if necessary):	<p>As Director of Natural Resources I oversee the Recreation, Conservation and Cemetery Departments. The Recreation Department has a Director and an Assistant. One program managed by the Recreation Department is a summer day-camp at the North Acton Recreation Area which has a Camp Director and Assistant. My daughter, Kylee, has been hired as a Camp Counselor for the summer day-camp program.</p> <p>I was not involved in the interviewing or hiring process and will not be overseeing counselor positions.</p>
Signature:	
Date:	June 5, 2008.

G.L.c.268 A, §23 (b)(3): No current officer or employee of a state, county or municipal agency shall knowingly, or with reason to know, act in a manner which would cause a reasonable person, having knowledge of the relevant circumstances, to conclude that any person can improperly influence or unduly enjoy his favor in the performance of his official duties, or that he is likely to act or fail to act as a result of kinship, rank, position or undue influence of any party or person. It shall be unreasonable to so conclude if such officer or employee has disclosed in writing to his appointing authority or, if no appointing authority exists, discloses in a manner which is public in nature, the facts which would otherwise lead to such a conclusion.

*Appointed state, county and municipal officials and employees should file with their appointing authority.*

*Elected state officials should file with the appropriate House or Senate Clerk or the Ethics Commission.*

*Elected county officials should file with the county clerk.*

*Elected municipal officials should file with the city or town clerk.*

Attach additional pages if necessary.